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Central Intelligence Agency



Washington, D. C. 20505

OLL 85-3514

17 October 1985

The Honorable Dave Durenberger, Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, DC 20510

Dear Mr. Chairman:

STAT This is to advise you of a program under which we will be paying premium pay for administratively uncontrollable overtime (AUO) to our employees at foreign [redacted] who perform such overtime but traditionally have not received any premium pay or other extra compensation for it. Beginning 10 November, such employees will receive premium pay at a rate not to exceed 15 percent of the rate of pay for GS-10, step 1.

As you may be aware, the work ethic in this Agency--especially in the Directorate of Operations--has been so pronounced and pervasive that most employees have not pursued or been paid extra compensation for the large amounts of AUO which they unquestionably have worked and continue to work. Having reviewed this situation, we believe that it is appropriate for us to pay premium pay for AUO to our field officers who perform such overtime work but customarily have not been compensated for it.

The substantive rules concerning what constitutes AUO work will be exactly the same as those specified in the OPM regulations implementing Section 5545 (c) (2) of Title 5, U.S. Code, which appear in 5 C.F.R. Section 550.151 et seq. The only respect in which this new Agency premium pay program will differ from that authorized under Title 5 is that the maximum rate of AUO compensation for those officers to be paid under this program will be set at 15 percent of the salary rate for GS-10, step 1, rather than set at 20 percent or 25 percent of that rate if a certain specified threshold number of AUO hours per pay period are worked. In other words, the Agency's new premium pay program will be more conservative than what is

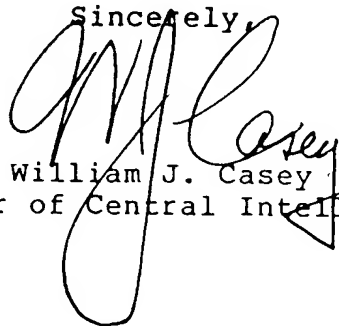
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permitted under existing general Government law. This conservatism is based on budgetary and administrative control considerations and the fact that payment of AUO premium pay on the scale which now will be involved will be a new experience for us. Given that we intend to be more restrictive than Title 5 would permit, we felt it would be appropriate to notify you of our program.

Thank you for your consideration of this matter. This letter is also being provided to the Chairmen of the House Permanent Select Committee on Intelligence, the Senate Appropriations Defense Subcommittee, and the House Appropriations Defense Subcommittee.

Sincerely,



William J. Casey  
Director of Central Intelligence

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Central Intelligence Agency



Washington, D. C. 20505

3957

17 October 1985

The Honorable Lee H. Hamilton, Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, DC 20515

Dear Mr. Chairman:

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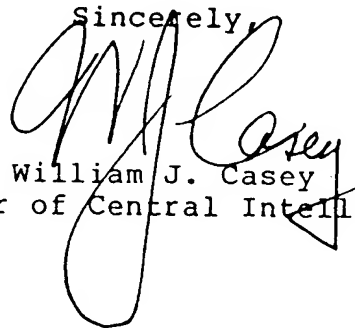
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Central Intelligence Agency



Washington, D. C. 20505

3957/1

17 October 1985

The Honorable Joseph P. Addabbo, Chairman  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, DC 20515

Dear Mr. Chairman:

STAT This is to advise you of a program under which we will be paying premium pay for administratively uncontrollable overtime (AUO) to our employees at foreign [redacted] who perform such overtime but traditionally have not received any premium pay or other extra compensation for it. Beginning 10 November, such employees will receive premium pay at a rate not to exceed 15 percent of the rate of pay for GS-10, step 1.

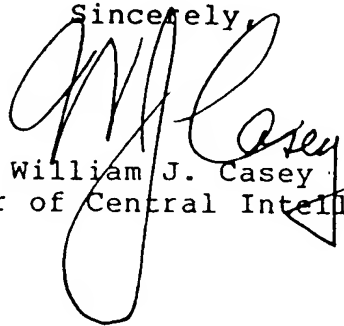
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Central Intelligence Agency



Washington, D. C. 20505

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17 October 1985

The Honorable Ted Stevens, Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, DC 20510

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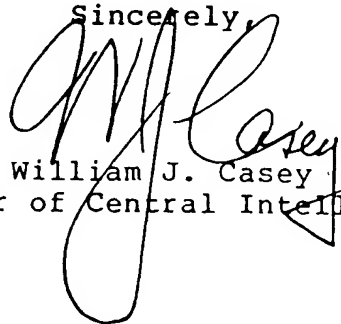
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